

Biography for Thomas (Thom) Holden

Thom currently serves as a Human Resources (HR) Specialist assigned to design, develop, and implement the Center's succession management policy and plan, and as such he serves as the principal human resources advisor and consultant for the Center in the area of human capital succession management and strategic alignment. Thom proactively works with workforce planners to integrate HR as a full management partner in formulation of plans to further alignment with the strategic goals of the Marshall Space Flight Center (MSFC) and NASA.

Throughout his nearly 27 year career with the Marshall Center, Thom has served in a variety of human resource occupational areas to include human resource staffing and recruiting, position classification, personnel management, and employee development. In addition, Thom has served on many Center- and Agency-wide program and project teams. Thom's steady and consistent professional performance is fundamental to the success and strategic objectives of MSFC Office of Human Capital (OHC) and to the Organization and Leadership Development Office (HS10). Thom has a natural talent for relating and communicating with people, perfecting concepts and strategies, and maximizing the potential of any situation. These attributes make Thom a senior influence leader for Center and Agency projects.

In 1979 after completion of a four year U.S. Army military career as a Teletype Communications Center Specialist (72E), Thom began his NASA career as a Worker-Trainee at the Marshall Space Flight Center. In 1985, after completion of the Center's co-op program, Thom was assigned as Co-op Program Coordinator from 1985 to 1997. Thom was responsible for administering, planning, and coordinating the Center's cooperative education programs (e.g., baccalaureate, associate, and graduate) and also served as a recruiter and staffing and placement specialist for scientific and engineering occupational positions under the Direct-Hire Program. Thom also served as "group-leader" for one (1) personnel staffing specialist, five student trainees, two full-time clerical employees, and two student-aides.

From 1997 to 2005, Thom served as the senior EDS with independent technical responsibility for skills management, Informational Technology (IT) and Security training as well as serving as Chairperson or Co-Chairperson of three "Marshall Center Open House" activities which allowed the public access to tour and visit Center facilities, "Marshall On The Move Training" project leader, and "Marshall Institute Renovation" project leader just to name a few. As an expert and consultant to the Employee and Organizational Development Manager, Thom acted as trouble shooter and expert responsible for planning, establishing, and administering the full range of professional training and development activities for several organizational segments at the Center. As personnel staffing specialist, provided personnel management advisory information services to assigned Marshall Center supervisors, managers, and employees regarding transactional and operational activities of HR programs within the Center.

Also during this period, Thom provided advisory services included the following HR areas: employee benefits, pay, leave, awards and recognition, recruitment, and personnel action processing, position classification, staffing and recruitment, training, and employee development. Executed knowledge of federal laws, rules, regulations, handbooks, and advisory guidance (including NASA regulations and guidance), as well as case law, memoranda, and additionally published regulations and guidance provided by the Office of Personnel Management and its partners to provide current information on procedure and decisions when requested.

From 2001 to 2005, Thom served as implementation support team (IST) leader for the Marshall Center's Integrated Financial Management (IFM) Program implementation team and was responsible for leading a matrix team of functional specialists in the Center's implementation and execution of IFM project module plans and strategies and as the MSFC IFM Program Customer

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Board (e.g., IFMP governance body) secretary. As the IST leader, Thom was responsible for collection of standard requirements and coordination of MSFC training classes for training needs that were standard across the Agency (e.g. NASA STARS, Resume Management, Position Description Management (PDM), Travel Manager, Core Financial, Budget Formulation, One NASA Initiative, Full-Cost, e-Payroll, e-Learning, etc.)

In collaboration with the IFM customer board chair (e.g., MSFC Associate Director), process owners, IFM project managers, team leaders, and members; Thom was responsible for developing, and coordinating the board's monthly meeting agenda and tracking actions and/or issues requiring the board's action. In addition, Thom served as an implementation advisor responsible for providing authoritative change management guidance, oversight and representation, delivery of programs and services, to senior Center management officials for preparing the Center for transition to new business processes brought about by the IFM program.

During his career Thom has received numerous honors, awards, and special recognitions including: Marshall Space Flight Center Director's Commendation, NASA Silver Snoopy Award, awarded by astronauts for outstanding performance in flight safety and mission success, NASA IFMP Core Financial Project Agency Award, J.F. Drake Technical College Vocational Education Advisory Committee, John C. Calhoun Community College Cooperative Education Advisory Committee, National Education for Business Appreciation Award, Outstanding Young Men of America Award, and Honor Graduate, U.S. Army, Fort Gordon Signal School.

Additional honors, awards, and special accomplishments include various MSFC team group achievement awards: numerous MSFC Group Achievement Awards, MSFC Outstanding Performance Rating Awards, MSFC Sustained Superior Performance Awards, e-Payroll (e.g., Federal Personnel Payroll System (FPPS)) Project Implementation Award, Telecommuting Policy Development Award, Customer and Employee Relations Directorate (CaER) Peer Awards Team, Marshall On-The-Move Training Event Team Award, MSFC Open House 1996, 1998, 2000 Awards, MSFC Personnel Actions Team Award, MSFC Personnel Classification Team Award, Marshall Institute Training Facility Renovation Implementation Team Award, NASA STARS (NASA Staffing and Recruitment System) Implementation Team Award, and MSFC Graphics Process Improvement Team Award.

Thom holds a bachelor's degree in Business Administration from the Athens State University, Athens, Alabama. He is a member of First Missionary Baptist Church in Huntsville. He is married to the former Charlene Caudle and they reside in Madison, Alabama. The couple has two children, Andrew (Drew), is a sophomore majoring in Bio-Medical Engineering at the University of Alabama at Birmingham (UAB). Their youngest child, Robin is a freshman at Calhoun Community College.